

**We have a Tentative Agreement on a contract!**

**These negotiations have been long and challenging. We appreciate your patience and support. While this is not the contract we hoped for, we believe it is the very best contract we could get under the circumstances. Your bargaining team recommends this contract for ratification.**

**SUMMARY OF 2019 TENTATIVE AGREEMENT****Wage Increases**

Upon ratification – 2.25%  
1/1/20 – 2.25%  
1/1/21 – 2%

These increases are guaranteed. In addition, there will be a wage reopeners beginning in September of 2020 that could add to the raises. During this reopeners, WSNA nurses will have the right to picket at the hospital.

**Stand-By Premium**

Increase from \$3.50 to \$3.75

**Excessive Stand-By**

Nurses will receive an additional \$7/hour after being placed on stand-by for more than 14 days in a month.

**Preceptor**

The definition of precepting is expanded to include precepting students when no faculty person is on the premises.

**Flu Shots/Random Drug Testing**

In exchange for ensuring that there will be no random drug testing of nurses, the bargaining team agreed to language that requires nurses to either get a flu shot or wear a mask while in patient care areas during flu season.

**Paid Sick Leave**

New Washington State law requires employers to provide paid sick leave to employees. Therefore, the hospital will convert the portion of a nurse's EIT into Paid Sick Leave needed to comply with the law. Per diem nurses will simply receive the Paid Sick Leave as required. Any Paid Sick Leave hours that are unused and ineligible to roll over to a new year will be converted to EIT. A nurse who moves from a regular position into a per diem position will have her/his EIT hours frozen. Those hours will be restored if the nurse moves back to a regular position.

**PTO Cash Outs**

The new contract contains language that ensures that any PTO payouts (i.e. upon termination or cash outs during employment) will include premiums such as BSN/cert pay, permanent charge nurse pay, and shift differentials.

## **Non-Discrimination**

The list of protected classes in the contract will be expanded to include people with disabilities, gender and sexual orientation.

## **Staffing Committee**

The Staffing Committee language will be strengthened to assist the work of WSNA nurses advocating for safer staffing. The hospital CEO will be required to attend committee meetings twice per year to hear directly from nurses about the staffing conditions in the hospital.

## **Holidays**

Contingent upon the SEIU bargaining unit reaching a similar agreement, the paid holiday on the Day After Thanksgiving will be converted to a paid holiday on Christmas Eve.

## **Contract Expiration**

The new contract will expire on March 31, 2022. This expiration date will line up with the expiration date of the Astria Regional Medical Center contract giving nurses at both facilities a stronger voice in the next round of negotiations.

## **Union Security**

The hospital attempted to introduce language designed to weaken the voice of nurses by undermining our union security language in our contract. The bargaining team successfully fought to protect our language.

***This contract is recommended by your bargaining team: Jodi, Tanya, Carling, Clara, Diane and Crystal.***

***The VOTE to ratify this contract will occur on April 10 from 6-9 a.m. and 2 p.m.  
in Conference Room A.***

***You must be a WSNA Member in good standing to vote on the contract.***

***YOU ARE WSNA!***

***Jayson Dick, WSNA Nurse Representative at 206-575-7979, ext. 3121 or [Jayson.dick@wsna.org](mailto:Jayson.dick@wsna.org).***